



LAMPIRAN 1

Kuesioner Responden

No. Responden:

I. UMUM

Responden yang terhormat,

Bersama ini Saya memohon kesediaan Bapak/Ibu untuk mengisi semua daftar pertanyaan kuesioner yang diberikan. Pertanyaan yang ada dalam kuesioner ini bertujuan untuk melengkapi data penelitian dalam rangka penyusunan skripsi. Saya berhadap Bapak/Ibu bersedia untuk memberikan informasi yang sejujurnya dan kerahasiaan jawaban Bapak/Ibu tidak akan diketahui orang lain karena identitas Bapak/Ibu tidak ditulis dalam skripsi. Atas bantuan dan kesediaan Bapak/Ibu, saya mengucapkan terimakasih.

II. IDENTITAS RESPONDEN

Nama KAP :

Nama :

(Nama Boleh Tidak Diisi)

Usia :

Kelamin : Pria Wanita

(Mohon Di Centang Di Tempat Yang Telah Di Sediakan)

Lama Bekerja : tahun bulan

III. PETUJUK PENGISIAN KUESIONER

Saya selaku penulis menginginkan pendapat Bapak/Ibu mengenai pengaruh motivasi, komitmen organisasi, budaya organisasi dan gaya kepemimpinan terhadap kinerja auditor. Pertanyaan-pertanyaan pada bagian ini hanya dijawab dengan:

Sangat Setuju (SS) : 5

Setuju (S) : 4

Ragu-Ragu (N) : 3

Tidak Setuju (TS) : 2

Sangat Tidak Setuju (STS) : 1

1. KINERJA AUDITOR

(Sumber: kuisisioner Santi, 2010)

No	Pernyataan	STS	TS	N	S	SS
1.	Dalam menyelesaikan pekerjaan saya dituntut untuk dapat menyelesaikan dengan ketelitian yang tinggi.					
2.	Dalam menyelesaikan tugas di lapangan saya mempunyai inisiatif untuk mencari langkah yang terbaik.					
3.	Saya dalam melaksanakan pemeriksaan kadangkala kurang sesuai dengan prosedur dan kebijakan yang ditetapkan organisasi.					
4.	Berkaitan dengan tanggung jawab pekerjaan saya menggunakan segenap pengetahuan agar dapat memperoleh hasil yang optimal.					

5.	Saya kurang mampu membuat perencanaan dan jadwal pekerjaan yang dapat mempengaruhi hasil pekerjaan yang menjadi tanggung jawab.					
6.	Dalam bekerja saya bisa menghasilkan kinerja yang optimal dengan disertai penghematan waktu dan biaya.					

2. MOTIVASI

(Sumber: kuisisioner Regina Aditya Reza, 2010)

No	Pernyataan	STS	TS	N	S	SS
7.	Saya kurang mendapatkan kebutuhan yang layak.					
8.	Saya merasa aman dalam melakukan pekerjaan.					
9.	Saya memiliki hubungan yang kurang erat dengan rekan kerja saya.					
10.	Saya sering dan ingin selalu mendapat penghargaan atas pekerjaan yang saya lakukan.					
11.	Saya suka melaksanakan tugas yang menantang.					

3. BUDAYA ORGANISASI

(Sumber: kuisisioner Santi, 2010)

No	Pernyataan	STS	TS	N	S	SS
12.	Organisasi mendorong auditor untuk selalu Inovatif dalam mengambil resiko dalam bekerja.					
13.	Organisasi mengharapkan auditor untuk menganalisis setiap pekerjaannya secara cermat dalam memberikan perhatian yang detail.					
14.	Organisasi mengingatkan auditor untuk memusatkan perhatian pada hasil, bukannya tertarik pada teknik dan proses yang digunakan untuk mencapai hasil itu.					
15.	Prioritas utama kantor akuntan publik adalah pengembangan sumber daya manusia.					
16.	Organisasi menekankan auditor dalam bekerja selalu agresif dan semangat.					
17.	Organisasi menekankan auditor tetap menjaga dan mempertahankan stabilitas dalam kerja.					

4. KOMITMEN ORGANISASI

(Sumber: kuisisioner Hartono, 2007)

No	Pernyataan	STS	TS	N	S	SS
18.	Saya merasa ikut memiliki organisasi tempat saya bekerja.					
19.	Saya kurang suka terlibat dalam kegiatan organisasi.					

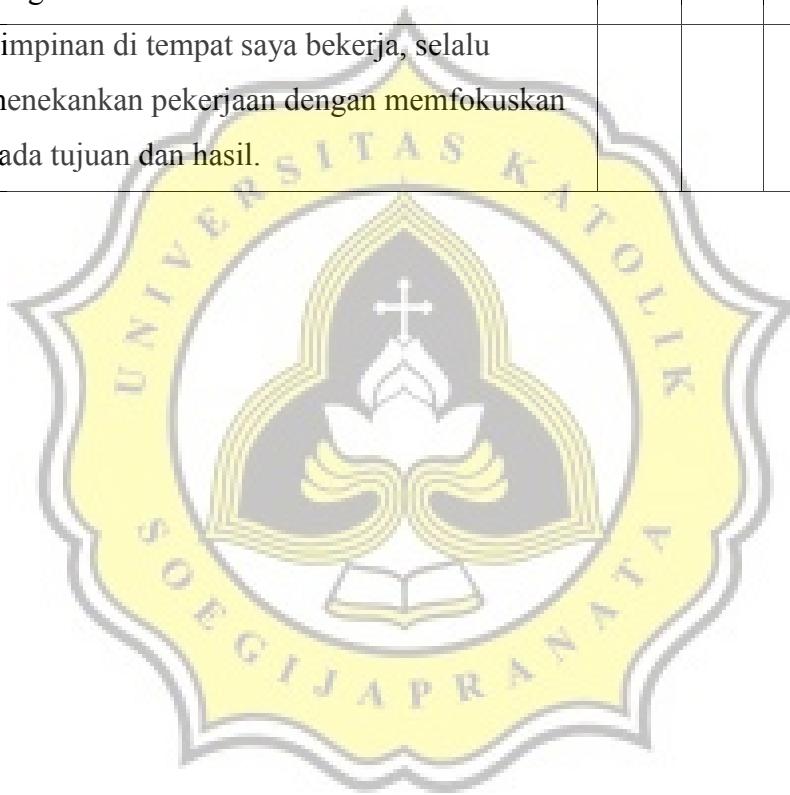
20.	Saya merasa terikat dengan organisasi saya.					
21.	Saya akan menghabiskan sisa karir saya dalam organisasi ini.					
22.	Saya merasa menjadi bagian dari keluarga pada organisasi tempat saya bekerja.					
23.	Organisasi tempat saya bekerja merupakan tempat yang terbaik untuk mengembangkan diri.					
24.	Saya merasa bahwa sedikit pilihan yang saya miliki jika saya meninggalkan pekerjaan ini.					
25.	Sampai detik ini saya masih memiliki keinginan tetap berada dalam organisasi kerana saya membutuhkannya.					
26.	Saya pribadi merasa bahwa organisasi tempat saya bekerja sangat berarti bagi saya.					

5. GAYA KEPEMIMPINAN

(Sumber: kuisisioner Trisnaningsih, 2007)

No	Pernyataan	STS	TS	N	S	SS
27.	Hubungan antara atasan dengan bawahan di tempat saya bekerja sangat dekat.					
28.	Adanya saling percaya antara atasan, bawahan dan rekan kerja seprofesi					
29.	Kurang tercipta suasana kekeluargaan di tempat saya bekerja.					
30.	Pimpinan di tempat saya bekerja sangat menghargai gagasan bawahan.					
31.	Komunikasi antara atasan, bawahan, dan rekan sekerja sangat terbuka dan menyenangkan.					

32.	Hubungan antar anggota organisasi di tempat saya bekerja tidak selalu baik dan harmonis.					
33.	Pimpinan di tempat saya bekerja mampu berkomunikasi dengan bawahan secara jelas dan efektif.					
34.	Pimpinan di tempat saya bekerja, selalu memberikan arahan dalam mengerjakan tugas yang benar.					
35.	Pimpinan di tempat saya bekerja, selalu menekankan pekerjaan dengan memfokuskan pada tujuan dan hasil.					





REKAPITULASI KUESIONER VARIABEL KINERJA

No Responden	Q1	Q2	Q3	Q4	Q5	Q6	TOTAL	RATA-RATA
Responden1	4	4	4	4	3	3	22	3,67
Responden2	4	4	4	4	4	4	24	4,00
Responden3	5	4	2	5	4	5	25	4,17
Responden4	4	4	1	4	4	5	22	3,67
Responden5	4	4	3	4	3	4	22	3,67
Responden6	4	4	2	4	2	4	20	3,33
Responden7	3	3	3	3	5	5	22	3,67
Responden8	5	5	2	4	4	4	24	4,00
Responden9	5	5	3	4	4	4	25	4,17
Responden10	4	4	3	4	4	4	23	3,83
Responden11	5	4	3	5	2	4	23	3,83
Responden12	4	4	3	5	4	3	23	3,83
Responden13	4	5	5	5	5	5	29	4,83
Responden14	5	5	5	4	5	5	29	4,83
Responden15	4	5	5	5	5	5	29	4,83
Responden16	5	5	4	5	3	3	25	4,17
Responden17	5	5	5	5	5	5	30	5,00
Responden18	5	5	4	4	4	5	27	4,50
Responden19	5	5	4	4	5	4	27	4,50
Responden20	4	4	4	4	4	4	24	4,00
Responden21	4	4	2	4	4	3	21	3,50
Responden22	4	5	5	4	5	5	28	4,67
Responden23	4	3	2	5	1	5	20	3,33
Responden24	4	4	2	4	2	4	20	3,33
Responden25	4	4	2	4	2	4	20	3,33
Responden26	5	5	5	5	5	5	30	5,00
Responden27	5	5	5	5	5	5	30	5,00
Responden28	4	4	2	4	4	5	23	3,83
Responden29	5	5	5	5	5	5	30	5,00
Responden30	5	5	5	4	5	5	29	4,83
Responden31	5	5	5	4	5	4	28	4,67
Responden32	4	4	4	4	4	4	24	4,00
Responden33	4	4	4	4	4	4	24	4,00
Responden34	4	4	4	4	4	4	24	4,00
Responden35	4	4	4	4	4	4	24	4,00
Responden36	5	4	5	5	4	5	28	4,67
Responden37	5	4	5	5	4	5	28	4,67
Responden38	4	5	4	4	4	4	25	4,17

REKAPITULASI KUESIONER VARIABEL MOTIVASI

No Responden	Q1	Q2	Q3	Q4	Q5	TOTAL	RATA-RATA
Responden1	3	4	4	3	3	17	3,40
Responden2	3	4	4	3	4	18	3,60
Responden3	4	4	4	5	5	22	4,40
Responden4	4	4	4	4	5	21	4,20
Responden5	3	4	3	4	4	18	3,60
Responden6	3	3	4	4	4	18	3,60
Responden7	3	3	3	3	3	15	3,00
Responden8	3	3	3	3	3	15	3,00
Responden9	3	4	4	3	4	18	3,60
Responden10	4	4	2	4	4	18	3,60
Responden11	4	4	5	3	3	19	3,80
Responden12	4	4	4	3	4	19	3,80
Responden13	5	5	5	5	4	24	4,80
Responden14	5	5	5	5	4	24	4,80
Responden15	5	4	5	5	4	23	4,60
Responden16	4	4	4	5	4	21	4,20
Responden17	5	5	4	3	5	22	4,40
Responden18	4	3	5	3	5	20	4,00
Responden19	5	4	4	5	5	23	4,60
Responden20	3	4	4	4	5	20	4,00
Responden21	4	4	2	3	3	16	3,20
Responden22	5	4	5	5	5	24	4,80
Responden23	2	5	2	5	4	18	3,60
Responden24	2	5	3	5	4	19	3,80
Responden25	2	4	2	4	4	16	3,20
Responden26	5	5	5	5	4	24	4,80
Responden27	5	5	5	4	4	23	4,60
Responden28	4	5	5	3	4	21	4,20
Responden29	5	5	5	4	4	23	4,60
Responden30	5	4	5	5	4	23	4,60
Responden31	5	5	5	4	4	23	4,60
Responden32	4	4	4	4	4	20	4,00
Responden33	4	4	4	4	4	20	4,00
Responden34	4	4	4	3	3	18	3,60
Responden35	4	4	4	3	3	18	3,60
Responden36	5	5	2	4	5	21	4,20
Responden37	5	4	2	5	5	21	4,20
Responden38	4	4	1	4	5	18	3,60

REKAPITULASI KUESIONER VARIABEL BUDAYA ORGANISASI

No Responden	Q1	Q2	Q3	Q4	Q5	Q6	TOTAL	RATA-RATA
Responden1	4	4	5	4	4	4	25	4,17
Responden2	4	4	4	4	4	4	24	4,00
Responden3	4	4	4	4	5	4	25	4,17
Responden4	4	4	4	4	5	5	26	4,33
Responden5	4	4	3	4	4	4	23	3,83
Responden6	4	4	4	4	3	4	23	3,83
Responden7	3	3	3	3	3	3	18	3,00
Responden8	4	4	4	4	4	4	24	4,00
Responden9	4	4	4	4	4	4	24	4,00
Responden10	4	4	3	3	4	4	22	3,67
Responden11	4	4	3	3	4	4	22	3,67
Responden12	4	4	3	3	4	4	22	3,67
Responden13	4	4	3	4	3	3	21	3,50
Responden14	5	4	4	4	4	4	25	4,17
Responden15	4	5	4	4	4	5	26	4,33
Responden16	5	4	3	3	5	5	25	4,17
Responden17	5	5	3	5	5	5	28	4,67
Responden18	5	5	5	5	5	4	29	4,83
Responden19	5	5	5	5	4	5	29	4,83
Responden20	4	4	3	3	4	4	22	3,67
Responden21	4	4	4	3	4	4	23	3,83
Responden22	4	5	4	4	4	4	25	4,17
Responden23	4	4	4	4	4	4	24	4,00
Responden24	4	4	4	4	4	4	24	4,00
Responden25	4	4	4	4	4	4	24	4,00
Responden26	4	4	3	3	4	4	22	3,67
Responden27	4	4	4	3	3	4	22	3,67
Responden28	4	4	4	3	4	4	23	3,83
Responden29	4	4	4	4	3	3	22	3,67
Responden30	4	4	3	3	4	4	22	3,67
Responden31	5	4	4	4	4	5	26	4,33
Responden32	4	4	3	4	4	4	23	3,83
Responden33	4	4	3	4	4	4	23	3,83
Responden34	4	4	2	4	3	4	21	3,50
Responden35	4	4	2	4	3	4	21	3,50
Responden36	5	4	5	5	5	4	28	4,67
Responden37	5	4	4	4	5	5	27	4,50
Responden38	4	5	5	4	5	4	27	4,50

REKAPITULASI KUESIONER VARIABEL KOMITMEN ORGANISASI

No Responden	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	TOTAL	RATA-RATA
Responden1	4	4	4	4	4	4	5	4	5	38	4,22
Responden2	4	4	4	3	4	4	4	4	4	35	3,89
Responden3	4	4	4	4	4	4	4	5	4	37	4,11
Responden4	4	3	4	4	4	4	4	5	4	36	4,00
Responden5	4	3	4	3	4	3	3	4	4	32	3,56
Responden6	4	2	4	4	4	4	4	4	4	34	3,78
Responden7	3	3	3	3	3	3	3	3	3	27	3,00
Responden8	4	4	4	3	4	3	3	3	3	31	3,44
Responden9	4	3	4	3	4	4	4	4	4	34	3,78
Responden10	4	4	4	3	4	4	2	4	4	33	3,67
Responden11	4	4	3	3	3	4	2	3	3	29	3,22
Responden12	4	4	4	3	4	4	2	4	3	32	3,56
Responden13	4	4	4	5	3	4	5	5	4	38	4,22
Responden14	4	5	3	5	4	4	5	5	4	39	4,33
Responden15	5	5	4	5	4	5	5	5	5	43	4,78
Responden16	4	5	4	3	4	5	2	4	5	36	4,00
Responden17	5	4	4	4	5	5	3	4	5	39	4,33
Responden18	4	4	3	3	4	5	4	5	5	37	4,11
Responden19	5	5	4	3	4	5	4	5	5	40	4,44
Responden20	5	4	4	1	5	4	1	2	4	30	3,33
Responden21	4	4	4	2	4	4	4	4	4	34	3,78
Responden22	5	5	4	5	4	4	5	5	3	40	4,44
Responden23	4	2	4	4	4	5	4	4	5	36	4,00
Responden24	4	2	4	3	4	4	4	4	5	34	3,78
Responden25	4	2	4	4	4	4	4	4	4	34	3,78
Responden26	3	5	3	5	4	4	5	4	4	37	4,11
Responden27	4	5	4	5	4	4	4	5	4	39	4,33
Responden28	4	2	4	4	4	4	4	4	4	34	3,78
Responden29	4	4	5	5	3	4	5	4	4	38	4,22
Responden30	4	5	4	5	4	3	5	5	4	39	4,33
Responden31	5	5	4	5	5	4	5	4	5	42	4,67
Responden32	4	3	4	3	4	4	3	3	4	32	3,56
Responden33	4	4	3	2	4	4	2	3	4	30	3,33
Responden34	4	4	3	3	4	4	2	3	4	31	3,44
Responden35	4	4	3	3	4	4	2	3	4	31	3,44
Responden36	5	5	4	4	5	4	1	5	4	37	4,11
Responden37	5	5	4	4	5	4	1	5	5	38	4,22
Responden38	4	4	4	5	4	5	2	4	5	37	4,11

REKAPITULASI KUESIONER VARIABEL GAYA KEPEMIMPINAN

No Responden	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	TOTAL	RATA-RATA
Responden1	5	5	3	2	3	2	4	4	3	31	3,44
Responden2	4	4	5	4	4	4	4	4	3	36	4,00
Responden3	5	4	4	4	4	5	4	4	4	38	4,22
Responden4	5	4	4	5	5	4	4	5	4	40	4,44
Responden5	4	4	3	4	4	2	4	4	4	33	3,67
Responden6	4	4	2	4	4	2	4	4	4	32	3,56
Responden7	3	3	3	3	3	3	3	3	3	27	3,00
Responden8	3	3	3	3	3	3	3	3	3	27	3,00
Responden9	4	4	4	4	4	4	4	3	4	35	3,89
Responden10	4	4	4	4	4	2	4	4	4	34	3,78
Responden11	3	3	4	4	5	2	4	3	4	32	3,56
Responden12	4	4	4	4	4	3	4	4	4	35	3,89
Responden13	4	4	3	3	4	3	4	4	4	33	3,67
Responden14	4	4	4	5	5	4	4	4	4	38	4,22
Responden15	3	4	3	4	4	3	4	4	4	33	3,67
Responden16	4	3	5	2	4	5	4	5	5	37	4,11
Responden17	5	5	5	5	5	5	5	5	4	44	4,89
Responden18	5	4	4	5	4	5	4	5	4	40	4,44
Responden19	5	5	5	4	5	4	4	4	4	40	4,44
Responden20	5	5	5	5	5	4	4	5	3	41	4,56
Responden21	4	4	4	4	4	4	4	4	4	36	4,00
Responden22	5	4	4	4	5	5	5	4	4	40	4,44
Responden23	5	5	2	4	4	2	5	4	5	36	4,00
Responden24	4	4	2	4	4	2	4	4	4	32	3,56
Responden25	4	4	2	4	4	2	4	4	4	32	3,56
Responden26	4	3	4	3	4	4	4	3	4	33	3,67
Responden27	4	4	3	3	4	4	4	4	4	34	3,78
Responden28	4	4	2	4	4	2	4	4	4	32	3,56
Responden29	4	5	4	4	5	4	4	4	5	39	4,33
Responden30	4	4	4	4	3	3	3	3	4	32	3,56
Responden31	5	5	4	5	4	4	4	4	4	39	4,33
Responden32	4	4	4	4	4	2	4	4	4	34	3,78
Responden33	4	4	4	4	4	2	4	4	3	33	3,67
Responden34	4	4	4	3	3	4	4	4	3	33	3,67
Responden35	4	4	4	4	4	4	4	4	3	35	3,89
Responden36	5	4	5	4	4	4	5	4	5	40	4,44
Responden37	5	4	5	4	5	4	5	4	5	41	4,56
Responden38	4	4	4	5	4	4	4	5	4	38	4,22



Lampiran 3
Output SPSS

1. Hasil Uji Statistik Deskriptif

a. Umur

Frequencies

Statistics

umur

N	Valid	38
	Missing	0
Mean		23,8684
Std. Error of Mean		,47283
Median		23,0000
Mode		23,00
Std. Deviation		2,91474
Variance		8,496
Skewness		2,149
Std. Error of Skewness		,383
Kurtosis		6,065
Std. Error of Kurtosis		,750
Range		15,00
Minimum		20,00
Maximum		35,00
Sum		907,00
Percentiles	25	22,0000
	50	23,0000
	75	24,0000

umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20,00	3	7,9	7,9	7,9
	22,00	7	18,4	18,4	26,3
	23,00	11	28,9	28,9	55,3
	24,00	10	26,3	26,3	81,6
	25,00	2	5,3	5,3	86,8
	27,00	1	2,6	2,6	89,5
	28,00	2	5,3	5,3	94,7
	32,00	1	2,6	2,6	97,4
	35,00	1	2,6	2,6	100,0
	Total	38	100,0	100,0	

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
umur	38	20,00	35,00	23,8684	2,91474
Valid N (listwise)	38				

b. Lama Bekerja

Frequencies

Statistics

lama_bekerja

N	Valid	38
	Missing	0
Mean		21,9211
Std. Error of Mean		2,21381
Median		19,5000
Mode		12,00
Std. Deviation		13,64686
Variance		186,237
Skewness		1,889
Std. Error of Skewness		,383
Kurtosis		4,951
Std. Error of Kurtosis		,750
Range		71,00
Minimum		3,00
Maximum		74,00
Sum		833,00
Percentiles	25	12,0000
	50	19,5000
	75	27,2500

lama_bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	1	2,6	2,6	2,6
	6,00	1	2,6	2,6	5,3
	9,00	1	2,6	2,6	7,9
	12,00	9	23,7	23,7	31,6
	13,00	1	2,6	2,6	34,2
	14,00	1	2,6	2,6	36,8
	17,00	3	7,9	7,9	44,7
	18,00	1	2,6	2,6	47,4
	19,00	1	2,6	2,6	50,0

20,00	3	7,9	7,9	57,9
21,00	2	5,3	5,3	63,2
24,00	3	7,9	7,9	71,1
25,00	1	2,6	2,6	73,7
27,00	1	2,6	2,6	76,3
28,00	2	5,3	5,3	81,6
29,00	1	2,6	2,6	84,2
36,00	2	5,3	5,3	89,5
41,00	2	5,3	5,3	94,7
53,00	1	2,6	2,6	97,4
74,00	1	2,6	2,6	100,0
Total	38	100,0	100,0	

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
lama_bekerja	38	3,00	74,00	21,9211	13,64686
Valid N (listwise)	38				

c. Jenis Kelamin

Frequencies

Statistics

jenis_kelamin		
N	Valid	38
	Missing	0
Mean		1,55
Std. Error of Mean		,082
Median		2,00
Mode		2
Std. Deviation		,504
Variance		,254
Skewness		-,221
Std. Error of Skewness		,383
Kurtosis		-2,063
Std. Error of Kurtosis		,750
Range		1
Minimum		1
Maximum		2
Sum		59
Percentiles	25	1,00
	50	2,00
	75	2,00

jenis_kelamin



Cases	Valid	N	%
	Valid	38	100,0
	Excluded(a)	0	,0
	Total	38	100,0

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,745	,762	6

Item Statistics

	Mean	Std. Deviation	N
Y1	4,3947	,54720	38
Y2	4,3684	,58914	38
Y3	3,6579	1,21425	38
Y4	4,3158	,52532	38
Y5	3,9474	1,03838	38
Y6	4,3421	,66886	38

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1	20,6316	8,455	,502	,540	,714
Y2	20,6579	7,853	,651	,613	,681
Y3	21,3684	5,158	,674	,520	,657
Y4	20,7105	9,130	,298	,363	,751
Y5	21,0789	6,237	,585	,586	,680
Y6	20,6842	8,492	,362	,230	,738

Inter-Item Correlation Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	1,000	,627	,371	,495	,228	,212
Y2	,627	1,000	,559	,225	,563	,152
Y3	,371	,559	1,000	,301	,628	,281
Y4	,495	,225	,301	1,000	-,018	,223
Y5	,228	,563	,628	-,018	1,000	,377
Y6	,212	,152	,281	,223	,377	1,000

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25,0263	10,351	3,21724	6

ii. Validitas

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Total Y
Y1	Pearson Correlation	1	,627(**)	,371(*)	,495(**)	,228	,212	,623(**)
	Sig. (1-tailed)		,000	,011	,001	,084	,101	,000
	N	38	38	38	38	38	38	38
Y2	Pearson Correlation	,627(**)	1	,559(**)	,225	,563(**)	,152	,750(**)
	Sig. (1-tailed)	,000		,000	,087	,000	,182	,000
	N	38	38	38	38	38	38	38
Y3	Pearson Correlation	,371(*)	,559(**)	1	,301(*)	,628(**)	,281(*)	,853(**)
	Sig. (1-tailed)	,011	,000		,033	,000	,044	,000
	N	38	38	38	38	38	38	38
Y4	Pearson Correlation	,495(**)	,225	,301(*)	1	-,018	,223	,443(**)
	Sig. (1-tailed)	,001	,087	,033		,457	,090	,003
	N	38	38	38	38	38	38	38
Y5	Pearson Correlation	,228	,563(**)	,628(**)	-,018	1	,377(**)	,777(**)
	Sig. (1-tailed)	,084	,000	,000	,457		,010	,000
	N	38	38	38	38	38	38	38
Y6	Pearson Correlation	,212	,152	,281(*)	,223	,377(**)	1	,536(**)
	Sig. (1-tailed)	,101	,182	,044	,090	,010		,000
	N	38	38	38	38	38	38	38
Total Y	Pearson Correlation	,623(**)	,750(**)	,853(**)	,443(**)	,777(**)	,536(**)	1
	Sig. (1-tailed)	,000	,000	,000	,003	,000	,000	
	N	38	38	38	38	38	38	38

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

b. Motivasi

i. Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	38	100,0
	Excluded(a)	0	,0
	Total	38	100,0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,598	,622	5

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,598	,622	5

Inter-Item Correlation Matrix

	X1a	X1b	X1c	X1d	X1e
X1a	1,000	,338	,449	,278	,301
X1b	,338	1,000	,168	,334	,161
X1c	,449	,168	1,000	,053	-,051
X1d	,278	,334	,053	1,000	,444
X1e	,301	,161	-,051	,444	1,000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1a	16,0526	3,997	,574	,357	,403
X1b	15,8421	5,596	,377	,179	,545
X1c	16,2105	4,549	,251	,241	,633
X1d	16,0526	5,024	,368	,273	,536
X1e	15,9474	5,673	,289	,264	,575

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20,0263	7,053	2,65581	5

ii. Validitas

Correlations

		X1a	X1b	X1c	X1d	X1e	Total X1
X1a	Pearson Correlation	1	,338(*)	,449(**)	,278(*)	,301(*)	,787(**)
	Sig. (1-tailed)		,019	,002	,046	,033	,000
	N	38	38	38	38	38	38
X1b	Pearson Correlation	,338(*)	1	,168	,334(*)	,161	,565(**)
	Sig. (1-tailed)	,019		,157	,020	,166	,000
	N	38	38	38	38	38	38
X1c	Pearson Correlation	,449(**)	,168	1	,053	-,051	,629(**)
	Sig. (1-tailed)	,002	,157		,377	,380	,000
	N	38	38	38	38	38	38
X1d	Pearson Correlation	,278(*)	,334(*)	,053	1	,444(**)	,620(**)
	Sig. (1-tailed)	,046	,020	,377		,003	,000
	N	38	38	38	38	38	38
X1e	Pearson Correlation	,301(*)	,161	-,051	,444(**)	1	,513(**)
	Sig. (1-tailed)	,033	,166	,380	,003		,000
	N	38	38	38	38	38	38
Total X1	Pearson Correlation	,787(**)	,565(**)	,629(**)	,620(**)	,513(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	38	38	38	38	38	38

* Correlation is significant at the 0.05 level (1-tailed).

** Correlation is significant at the 0.01 level (1-tailed).

c. Budaya Organisasi

i. Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	38	100,0
	Excluded(a)	0	,0
	Total	38	100,0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,790	,813	6

Item Statistics

	Mean	Std. Deviation	N
X2a	4,1842	,45650	38
X2b	4,1316	,41401	38
X2c	3,6842	,77478	38
X2d	3,8158	,60873	38
X2e	4,0263	,63616	38
X2f	4,1053	,50881	38

Inter-Item Correlation Matrix

	X2a	X2b	X2c	X2d	X2e	X2f
X2a	1,000	,440	,322	,514	,541	,612
X2b	,440	1,000	,386	,528	,397	,446
X2c	,322	,386	1,000	,446	,401	,155
X2d	,514	,528	,446	1,000	,292	,239
X2e	,541	,397	,401	,292	1,000	,576
X2f	,612	,446	,155	,239	,576	1,000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2a	19,7632	4,402	,668	,545	,737
X2b	19,8158	4,641	,604	,411	,754
X2c	20,2632	3,875	,464	,315	,794
X2d	20,1316	4,171	,542	,449	,757
X2e	19,9211	3,967	,599	,458	,743
X2f	19,8421	4,515	,516	,522	,764

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23,9474	5,889	2,42674	6

ii. Validitas

Correlations

		X2a	X2b	X2c	X2d	X2e	X2f	Total X2
X2a	Pearson Correlation	1	,440(**)	,322(*)	,514(**)	,541(**)	,612(**)	,765(**)
	Sig. (1-tailed)		,003	,024	,000	,000	,000	,000
	N	38	38	38	38	38	38	38
X2b	Pearson Correlation	,440(**)	1	,386(**)	,528(**)	,397(**)	,446(**)	,706(**)
	Sig. (1-tailed)	,003		,008	,000	,007	,003	,000
	N	38	38	38	38	38	38	38
X2c	Pearson Correlation	,322(*)	,386(**)	1	,446(**)	,401(**)	,155	,695(**)
	Sig. (1-tailed)	,024	,008		,002	,006	,176	,000
	N	38	38	38	38	38	38	38
X2d	Pearson Correlation	,514(**)	,528(**)	,446(**)	1	,292(*)	,239	,707(**)
	Sig. (1-tailed)	,000	,000	,002		,038	,074	,000
	N	38	38	38	38	38	38	38
X2e	Pearson Correlation	,541(**)	,397(**)	,401(**)	,292(*)	1	,576(**)	,754(**)
	Sig. (1-tailed)	,000	,007	,006	,038		,000	,000
	N	38	38	38	38	38	38	38
X2f	Pearson Correlation	,612(**)	,446(**)	,155	,239	,576(**)	1	,661(**)
	Sig. (1-tailed)	,000	,003	,176	,074	,000		,000
	N	38	38	38	38	38	38	38
Total	Pearson	,765(**)	,706(**)	,695(**)	,707(**)	,754(**)	,661(**)	1

X2	Correlation							
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	
	N	38	38	38	38	38	38	38

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

d. Komitmen Organisasi

i. Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	38	100,0
	Excluded(a)	0	,0
	Total	38	100,0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,669	,711	9

Item Statistics

	Mean	Std. Deviation	N
X3a	4,1579	,49464	38
X3b	3,8947	,98061	38
X3c	3,8158	,45650	38
X3d	3,6842	1,01623	38
X3e	4,0263	,49248	38
X3f	4,0789	,53935	38
X3g	3,4474	1,28814	38
X3h	4,0789	,78436	38
X3i	4,1579	,63783	38

Inter-Item Correlation Matrix

	X3a	X3b	X3c	X3d	X3e	X3f	X3g	X3h	X3i
X3a	1,000	,370	,372	,048	,648	,357	-,156	,246	,347
X3b	,370	1,000	-,105	,264	,230	,118	-,026	,327	,071
X3c	,372	-,105	1,000	,221	,142	,061	,190	,268	,195
X3d	,048	,264	,221	1,000	-,091	,096	,586	,642	,162
X3e	,648	,230	,142	-,091	1,000	,195	-,317	,064	,417
X3f	,357	,118	,061	,096	,195	1,000	-,013	,240	,670
X3g	-,156	-,026	,190	,586	-,317	-,013	1,000	,472	,109
X3h	,246	,327	,268	,642	,064	,240	,472	1,000	,299
X3i	,347	,071	,195	,162	,417	,670	,109	,299	1,000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X3a	31,1842	12,425	,370	,634	,645
X3b	31,4474	11,335	,252	,347	,669
X3c	31,5263	12,851	,276	,337	,658
X3d	31,6579	9,366	,573	,542	,578
X3e	31,3158	13,195	,146	,593	,673
X3f	31,2632	12,469	,315	,554	,651
X3g	31,8947	10,097	,269	,496	,690
X3h	31,2632	9,929	,691	,527	,562
X3i	31,1842	11,722	,419	,609	,630

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
35,3421	13,961	3,73643	9

ii. Validitas

Correlations

		X3a	X3b	X3c	X3d	X3e	X3f	X3g	X3h	X3i	Total X3
X3a	Pearson Correlation	1	,370(*)	,372(*)	,048	,648(**)	,357(*)	-,156	,246	,347(*)	,482(**)
	Sig. (1-tailed)		,011	,011	,387	,000	,014	,174	,069	,016	,001
	N	38	38	38	38	38	38	38	38	38	38
X3b	Pearson Correlation	,370(*)	1	-,105	,264	,230	,118	-,026	,327(*)	,071	,490(**)
	Sig. (1-tailed)	,011		,265	,055	,083	,240	,439	,022	,337	,001
	N	38	38	38	38	38	38	38	38	38	38
X3c	Pearson Correlation	,372(*)	-,105	1	,221	,142	,061	,190	,268	,195	,387(**)
	Sig. (1-tailed)	,011	,265		,091	,197	,359	,127	,052	,120	,008
	N	38	38	38	38	38	38	38	38	38	38
X3d	Pearson Correlation	,048	,264	,221	1	-,091	,096	,586(**)	,642(**)	,162	,741(**)
	Sig. (1-tailed)	,387	,055	,091		,294	,283	,000	,000	,165	,000
	N	38	38	38	38	38	38	38	38	38	38
X3e	Pearson Correlation	,648(**)	,230	,142	-,091	1	,195	-,317(*)	,064	,417(**)	,274(*)
	Sig. (1-tailed)	,000	,083	,197	,294		,120	,026	,350	,005	,048
	N	38	38	38	38	38	38	38	38	38	38
X3f	Pearson Correlation	,357(*)	,118	,061	,096	,195	1	-,013	,240	,670(**)	,442(**)
	Sig. (1-tailed)	,014	,240	,359	,283	,120		,468	,073	,000	,003
	N	38	38	38	38	38	38	38	38	38	38
X3g	Pearson Correlation	-,156	-,026	,190	,586(**)	-,317(*)	-,013	1	,472(**)	,109	,574(**)
	Sig. (1-tailed)	,174	,439	,127	,000	,026	,468		,001	,257	,000
	N	38	38	38	38	38	38	38	38	38	38
X3h	Pearson Correlation	,246	,327(*)	,268	,642(**)	,064	,240	,472(**)	1	,299(*)	,793(**)
	Sig. (1-tailed)	,069	,022	,052	,000	,350	,073	,001		,034	,000
	N	38	38	38	38	38	38	38	38	38	38
X3i	Pearson Correlation	,347(*)	,071	,195	,162	,417(**)	,670(**)	,109	,299(*)	1	,555(**)
	Sig. (1-tailed)	,016	,337	,120	,165	,005	,000	,257	,034		,000
	N	38	38	38	38	38	38	38	38	38	38
Total X3	Pearson Correlation	,482(**)	,490(**)	,387(**)	,741(**)	,274(*)	,442(**)	,574(**)	,793(**)	,555(**)	1
	Sig. (1-tailed)	,001	,001	,008	,000	,048	,003	,000	,000	,000	
	N	38	38	38	38	38	38	38	38	38	38

e. Gaya Kepemimpinan

i. Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	38	100,0
	Excluded(a)	0	,0
	Total	38	100,0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,794	,818	9

Item Statistics

	Mean	Std. Deviation	N
X4a	4,2105	,62202	38
X4b	4,0526	,56699	38
X4c	3,7368	,92076	38
X4d	3,9211	,74911	38
X4e	4,1053	,60580	38
X4f	3,3947	1,05368	38
X4g	4,0526	,46192	38
X4h	4,0000	,56949	38
X4i	3,9211	,58732	38

Inter-Item Correlation Matrix

	X4a	X4b	X4c	X4d	X4e	X4f	X4g	X4h	X4i
X4a	1,000	,657	,335	,327	,370	,406	,619	,534	,269
X4b	,657	1,000	,079	,392	,298	,055	,402	,419	,094
X4c	,335	,079	1,000	,204	,390	,667	,224	,258	,060
X4d	,327	,392	,204	1,000	,555	,178	,247	,380	,108
X4e	,370	,298	,390	,555	1,000	,314	,559	,392	,404
X4f	,406	,055	,667	,178	,314	1,000	,234	,360	,139
X4g	,619	,402	,224	,247	,559	,234	1,000	,411	,514
X4h	,534	,419	,258	,380	,392	,360	,411	1,000	,162
X4i	,269	,094	,060	,108	,404	,139	,514	,162	1,000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X4a	31,1842	11,938	,673	,687	,751
X4b	31,3421	13,204	,411	,542	,783
X4c	31,6579	11,366	,484	,503	,778
X4d	31,4737	12,364	,435	,409	,781
X4e	31,2895	12,157	,638	,584	,756
X4f	32,0000	10,703	,494	,537	,783
X4g	31,3421	13,042	,588	,596	,769
X4h	31,3947	12,624	,561	,378	,767
X4i	31,4737	13,607	,292	,328	,796

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
35,3947	15,218	3,90107	9

ii. Validitas

Correlations

		X4a	X4b	X4c	X4d	X4e	X4f	X4g	X4h	X4i	Total X4
X4a	Pearson Correlation	1	,657(**)	,335(*)	,327(*)	,370(*)	,406(**)	,619(**)	,534(**)	,269	,756(**)
	Sig. (1-tailed)		,000	,020	,023	,011	,006	,000	,000	,051	,000
	N	38	38	38	38	38	38	38	38	38	38
X4b	Pearson Correlation	,657(**)	1	,079	,392(**)	,298(*)	,055	,402(**)	,419(**)	,094	,528(**)
	Sig. (1-tailed)	,000		,319	,007	,035	,372	,006	,004	,287	,000
	N	38	38	38	38	38	38	38	38	38	38
X4c	Pearson Correlation	,335(*)	,079	1	,204	,390(**)	,667(**)	,224	,258	,060	,654(**)
	Sig. (1-tailed)	,020	,319		,109	,008	,000	,088	,059	,359	,000
	N	38	38	38	38	38	38	38	38	38	38
X4d	Pearson Correlation	,327(*)	,392(**)	,204	1	,555(**)	,178	,247	,380(**)	,108	,584(**)
	Sig. (1-tailed)	,023	,007	,109		,000	,143	,068	,009	,259	,000
	N	38	38	38	38	38	38	38	38	38	38
X4e	Pearson Correlation	,370(*)	,298(*)	,390(**)	,555(**)	1	,314(*)	,559(**)	,392(**)	,404(**)	,725(**)
	Sig. (1-tailed)	,011	,035	,008	,000		,027	,000	,008	,006	,000

	N	38	38	38	38	38	38	38	38	38	38
X4f	Pearson Correlation	,406(**)	,055	,667(**)	,178	,314(*)	1	,234	,360(*)	,139	,684(**)
	Sig. (1-tailed)	,006	,372	,000	,143	,027		,079	,013	,203	,000
	N	38	38	38	38	38	38	38	38	38	38
X4g	Pearson Correlation	,619(**)	,402(**)	,224	,247	,559(**)	,234	1	,411(**)	,514(**)	,663(**)
	Sig. (1-tailed)	,000	,006	,088	,068	,000	,079		,005	,000	,000
	N	38	38	38	38	38	38	38	38	38	38
X4h	Pearson Correlation	,534(**)	,419(**)	,258	,380(**)	,392(**)	,360(*)	,411(**)	1	,162	,657(**)
	Sig. (1-tailed)	,000	,004	,059	,009	,008	,013	,005		,166	,000
	N	38	38	38	38	38	38	38	38	38	38
X4i	Pearson Correlation	,269	,094	,060	,108	,404(**)	,139	,514(**)	,162	1	,427(**)
	Sig. (1-tailed)	,051	,287	,359	,259	,006	,203	,000	,166		,004
	N	38	38	38	38	38	38	38	38	38	38
Total X4	Pearson Correlation	,756(**)	,528(**)	,654(**)	,584(**)	,725(**)	,684(**)	,663(**)	,657(**)	,427(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,004	
	N	38	38	38	38	38	38	38	38	38	38

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

3. Uji Asumsi Klasik

a. Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		38
Normal Parameters(a,b)	Mean	,0000000
	Std. Deviation	,31317046
Most Extreme Differences	Absolute	,103
	Positive	,062
	Negative	-,103
Kolmogorov-Smirnov Z		,635
Asymp. Sig. (2-tailed)		,815

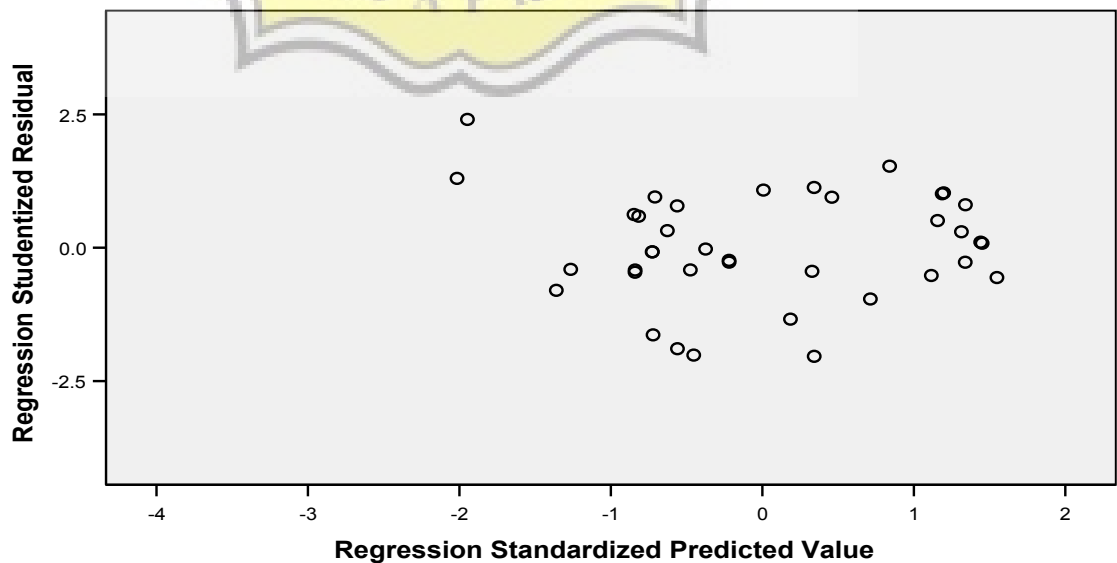
a Test distribution is Normal.

b Calculated from data.

Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	,600	,618		,971	,339		
	MOTIVASI	,659	,170	,652	3,864	,000	,362	2,759
	BUDAYA_ORGANISASI	-,087	,226	-,065	-,383	,704	,356	2,808
	KOMITMEN_ORGANISASI	,265	,242	,205	1,093	,282	,294	3,402
	GAYA_KEPEMIMPINAN	,061	,189	,049	,321	,750	,446	2,241

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	,228	,349			,655	,517
	MOTIVASI	-,091	,096	-,257		-,948	,350
	BUDAYA_ORGANISASI	,151	,127	,324		1,184	,245
	KOMITMEN_ORGANISASI	,008	,137	,017		,056	,956
	GAYA_KEPEMIMPINAN	-,063	,107	-,145		-,594	,557

Dependent Variable: KINERJA



4. Uji Regresi

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	GAYA_KEPEMIMPINAN, KOMITMEN_ORGANISASI, MOTIVASI, BUDAYA_ORGANISASI (a)		Enter

a All requested variables entered.

b Dependent Variable: KINERJA

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,812(a)	,659	,618	,33161

a Predictors: (Constant), GAYA_KEPEMIMPINAN, KOMITMEN_ORGANISASI, MOTIVASI, BUDAYA_ORGANISASI

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7,023	4	1,756	15,967	,000(a)
	Residual	3,629	33	,110		
	Total	10,652	37			

a Predictors: (Constant), GAYA_KEPEMIMPINAN, KOMITMEN_ORGANISASI, MOTIVASI, BUDAYA_ORGANISASI

b Dependent Variable: KINERJA

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,600	,618		,971	,339
	MOTIVASI	,659	,170	,652	3,864	,000
	BUDAYA_ORGANISASI	-,087	,226	-,065	-,383	,704
	KOMITMEN_ORGANISASI	,265	,242	,205	1,093	,282
	GAYA_KEPEMIMPINAN	,061	,189	,049	,321	,750

a Dependent Variable: KINERJA

Coefficient Correlations(a)

Model			GAYA_KEPEMIMPINAN	KOMITMEN_ORGANISASI	MOTIVASI	BUDAYA_ORGANISASI
1	Correlations	GAYA_KEPEMIMPINAN	1,000	,249	-,465	-,619
		KOMITMEN_ORGANISASI	,249	1,000	-,722	-,620
		MOTIVASI	-,465	-,722	1,000	,482
		BUDAYA_ORGANISASI	-,619	-,620	,482	1,000
		Covariances	GAYA_KEPEMIMPINAN	,036	,011	-,015
		KOMITMEN_ORGANISASI	,011	,059	-,030	-,034
		MOTIVASI	-,015	-,030	,029	,019
		BUDAYA_ORGANISASI	-,026	-,034	,019	,051

a Dependent Variable: KINERJA

Collinearity Diagnostics(a)

Model	Dimension	Eigen value	Condition Index	Variance Proportions				
				(Constant)	MOTIVASI	BUDAYA_ORGANISASI	KOMITMEN_ORGANISASI	GAYA_KEPEMIMPINAN
1	1	4,976	1,000	,00	,00	,00	,00	,00
	2	,011	21,071	,05	,33	,07	,01	,03
	3	,006	28,687	,71	,00	,02	,01	,33
	4	,005	31,320	,24	,04	,14	,23	,24
	5	,002	56,339	,00	,63	,77	,75	,40

a Dependent Variable: KINERJA

Residuals Statistics(a)

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,2929	4,8459	4,1711	,43567	38
Std. Predicted Value	-2,016	1,549	,000	1,000	38
Standard Error of Predicted Value	,065	,179	,116	,031	38
Adjusted Predicted Value	3,0603	4,8660	4,1591	,44795	38
Residual	-,65024	,67727	,00000	,31317	38
Std. Residual	-1,961	2,042	,000	,944	38
Stud. Residual	-2,037	2,406	,017	1,015	38
Deleted Residual	-,70166	,93968	,01193	,36335	38
Stud. Deleted Residual	-2,145	2,609	,015	1,048	38
Mahal. Distance	,439	9,855	3,895	2,515	38
Cook's Distance	,000	,448	,033	,074	38
Centered Leverage Value	,012	,266	,105	,068	38

5. Analisis Regresi Stepwise

Variables Entered/Removed(a)

Model	Variables Entered	Variables Removed	Method
1	MOTIVASI	.	Stepwise (Criteria: Probability-of-F-to-enter <= ,980, Probability-of-F-to-remove >= ,990).
2	KOMITMEN_ORGANISASI	.	Stepwise (Criteria: Probability-of-F-to-enter <= ,980, Probability-of-F-to-remove >= ,990).
3	BUDAYA_ORGANISASI	.	Stepwise (Criteria: Probability-of-F-to-enter <= ,980, Probability-of-F-to-remove >= ,990).
4	GAYA_KEPEMIMPINAN	.	Stepwise (Criteria: Probability-of-F-to-enter <= ,980, Probability-of-F-to-remove >= ,990).

a Dependent Variable: KINERJA

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,803(a)	,644	,634	,32444	,644	65,194	1	36	,000
2	,811(b)	,658	,638	,32277	,013	1,375	1	35	,249
3	,811(c)	,658	,628	,32720	,001	,057	1	34	,813
4	,812(d)	,659	,618	,33161	,001	,103	1	33	,750

a Predictors: (Constant), MOTIVASI

b Predictors: (Constant), MOTIVASI, KOMITMEN_ORGANISASI

c Predictors: (Constant), MOTIVASI, KOMITMEN_ORGANISASI, BUDAYA_ORGANISASI

d Predictors: (Constant), MOTIVASI, KOMITMEN_ORGANISASI, BUDAYA_ORGANISASI, GAYA_KEPEMIMPINAN

ANOVA(e)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6,862	1	6,862	65,194	,000(a)
	Residual	3,789	36	,105		
	Total	10,652	37			
2	Regression	7,006	2	3,503	33,623	,000(b)
	Residual	3,646	35	,104		
	Total	10,652	37			
3	Regression	7,012	3	2,337	21,830	,000(c)
	Residual	3,640	34	,107		
	Total	10,652	37			
4	Regression	7,023	4	1,756	15,967	,000(d)
	Residual	3,629	33	,110		
	Total	10,652	37			

a Predictors: (Constant), MOTIVASI

b Predictors: (Constant), MOTIVASI, KOMITMEN_ORGANISASI

c Predictors: (Constant), MOTIVASI, KOMITMEN_ORGANISASI, BUDAYA_ORGANISASI

d Predictors: (Constant), MOTIVASI, KOMITMEN_ORGANISASI, BUDAYA_ORGANISASI, GAYA_KEPEMIMPINAN

e Dependent Variable: KINERJA

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,924	,406		2,277	,029
	MOTIVASI	,811	,100	,803	8,074	,000
2	(Constant)	,560	,509		1,100	,279
	MOTIVASI	,694	,141	,687	4,921	,000
	KOMITMEN_ORGANISASI	,212	,181	,164	1,172	,249
3	(Constant)	,633	,601		1,053	,300
	MOTIVASI	,684	,149	,677	4,594	,000
	KOMITMEN_ORGANISASI	,246	,232	,190	1,060	,297
	BUDAYA_ORGANISASI	-,042	,175	-,031	-,238	,813
4	(Constant)	,600	,618		,971	,339
	MOTIVASI	,659	,170	,652	3,864	,000
	KOMITMEN_ORGANISASI	,265	,242	,205	1,093	,282
	BUDAYA_ORGANISASI	-,087	,226	-,065	-,383	,704
	GAYA_KEPEMIMPINAN	,061	,189	,049	,321	,750

a Dependent Variable: KINERJA

Excluded Variables(d)

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	BUDAYA_ORGANISASI	,054(a)	,520	,607	,087	,925
	KOMITMEN_ORGANISASI	,164(a)	1,172	,249	,194	,502
	GAYA_KEPEMIMPINAN	,041(a)	,358	,722	,060	,760
2	BUDAYA_ORGANISASI	-,031(b)	-,238	,813	-,041	,577
	GAYA_KEPEMIMPINAN	,013(b)	,108	,915	,019	,723
3	GAYA_KEPEMIMPINAN	,049(c)	,321	,750	,056	,446

a Predictors in the Model: (Constant), MOTIVASI

b Predictors in the Model: (Constant), MOTIVASI, KOMITMEN_ORGANISASI

c Predictors in the Model: (Constant), MOTIVASI, KOMITMEN_ORGANISASI, BUDAYA_ORGANISASI

d Dependent Variable: KINERJA

